



*“Thank you for the style and type of discussion that invited people to dream about what the North Rainier Urban Village could become [and] for hearing the needs and listening to the concerns of people who are Blind and Deaf Blind in regards to the priorities of neighborhood planning.”*

-Pat Copeland  
Lighthouse for the Blind

### Neutrality

- The POL is a **non-controversial member** of his/her respective community and is able to navigate intra-community factions that may exist within that community.
- The POL is a respected **“bridge-builder”** rather than an advocate for the City or the community.

### Cultural Competency

- The POL is the **community expert** who is knowledgeable on issues pertaining to his/her culture.
- The POLs is **bi-cultural and/or bi-lingual** which is essential when creating connections between historically-underrepresented communities (HUCs) and the City.
- City staff is open to learning from POLs and adopts and adapts to cross-cultural communication methods.
- Although gathering diverse community members under the same roof is beneficial for cross-cultural collaboration and networking, it should not replace cultural and language-based **outreach and engagement**. It is essential to present the City’s messages within environments familiar to HUCs in order to provide culturally suitable civic engagement.

### Equity

- The **POL is compensated for all professional services** provided—including community outreach, meeting facilitation/presentation, team training, reporting, travel and out-of-pocket expenses necessary to perform their work. (Cost guidelines should be comparable to outreach contracts with marketing firms.)
- Historically-underrepresented **community members are provided with equitable information and opportunities to participate** in all stages of the process as it is provided to mainstream community members. In some cases, HUCs may need additional engagement opportunities in order to level the “playing field” and remedy disparities due to lack of involvement in previous processes.





Over 1,200  
community members  
participated in a total  
of 81 meetings  
in Othello,  
North Beacon Hill,  
and North Rainier  
throughout the  
2009 neighborhood  
update process.

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**Independence**

- The **POL serves as subcontractor** through a non-profit entity and/or fiscal agent. This enhances their role as a bridge builder while diminishing the potential appearance of a conflict of interest that may arise from being on the City's payroll.

**Transparency and Building Trust**

- The goal of City staff is to **maintain transparency** with POLs and community members—including disclosure of biases, existing parameters, etc.

**Flexibility**

- City staff provide technical support to POLs through resources, training, and by allowing **adequate planning time for POL work plan completion**. Cultural consideration often requires additional outreach and lengthy engagement strategies, thus appropriate planning time should be incorporated into project timelines.

*Draft Document*

